

Commonwealth of Massachusetts
Department of Telecommunications and Energy
Fitchburg Gas and Electric Light Company
Docket Nos. D.T.E. 02-24 and D.T.E. 02-25
Responses to the Department's Fourth Set of Information Requests

Request No. DTE 4-7:

Refer to the testimony of Mark H. Collin at 40 (Gas). Please provide a table indicating the number of employees who have received incentives and the incentive amount received on an annual basis from 1992 through 2001. As part of this response, provide the percentage of the Company's annual wage and salary expense that was represented by the cash incentive. Break out the data in terms of the Company's gas and electric divisions.

Response:

| Year | Total FG&E Wage & Salary Expense | FG&E Employees Receiving Incentive Pay | FG&E Incentive Payments | | | Incentive Pay as a Percent of Total FG&E Wage and Salary Expense |
|------|----------------------------------|--|-------------------------|--------------|----------|--|
| | | | Electric Division | Gas Division | Total | |
| 1992 | \$4,509,233 | 3 | \$4,293 | \$3,373 | \$7,666 | 0.2% |
| 1993 | \$4,498,489 | 2 | \$7,997 | \$6,283 | \$14,280 | 0.3% |
| 1994 | \$4,889,049 | 1 | \$3,016 | \$2,184 | \$5,200 | 0.1% |
| 1995 | \$5,064,138 | 0 | 0 | 0 | 0 | 0.0% |
| 1996 | \$5,134,065 | 1 | \$9,607 | \$6,956 | \$16,563 | 0.3% |
| 1997 | \$5,039,241 | 1 | \$10,471 | \$7,799 | \$18,370 | 0.4% |
| 1998 | \$4,532,503 | 1 | \$10,721 | \$9,133 | \$19,854 | 0.4% |
| 1999 | \$4,689,244 | 0 | 0 | 0 | 0 | 0.0% |
| 2000 | \$4,542,197 | 31 | \$33,525 | \$18,671 | \$52,196 | 1.1% |
| 2001 | \$4,777,441 | 30 | \$35,587 | \$19,948 | \$55,535 | 1.2% |

The above amounts are prior to allocation to capital and non-utility accounts. The incentive payments expressed as percentage of Total Wage and Salary for Electric Division and Gas Division are 1.3% and 1.0%, respectively, for 2001. Detail of Total FG&E Wage and Salary by Electric and Gas is not available for prior years.

Person Responsible: Mark H. Collin